

# ESL TALKS

ISSUE #04

VEDANTA ESL LTD MONTHLY NEWSLETTER

Jul-Aug 2023



## BUSINESS HIGHLIGHTS

### CEO & Chief Minister Meet (Empowering communities in Jharkhand)

Our CEO, Mr. Ashish Gupta, recently had a productive meeting with the Honourable Chief Minister of Jharkhand, Mr. Hemant Soren. The purpose of this meeting was to discuss community development initiatives aligned with our vision of

### #BehtarJharkhand

During the meeting, the primary focus was placed on empowering individuals through skill development fostering environmental sustainability and establish strong partnerships. Exciting plans were being formulated to implement the impactful project that will significantly enhance the quality of life and drive socio-economic growth in the region.



### CEO Townhall-July 2023

#### Major Highlights:

- Launch of our chairman initiative Project Pancchi, an employment drive aimed to empower young women from low-income backgrounds.
- Focus on community engagement to enhance community relations and employer branding.
- Focus on achieving targets and make a strong comeback with improved performance in the upcoming quarter.
- Stress on enhancing customer experience through digital intervention.



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### Excelling Beyond Limits

#### Bar Mill Team

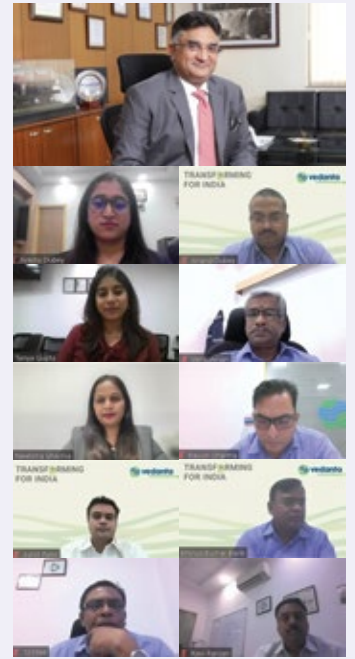
On 9<sup>th</sup> July 2023, the team achieved an outstanding production of 2701 MT in 25mm, surpassing our previous record of 2630 MT on 25<sup>th</sup> February 2023.



## CEO Townhall-August 2023

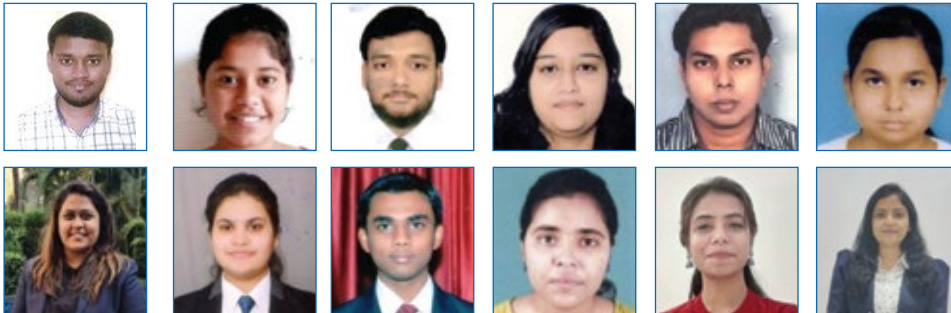
### Major Highlights:

- Our CEO extended his warm greetings towards all ESL employees, for their remarkable production achievements in July & motivating them to continue their efforts in achieving Mission 500.
- Announced the launch of a target-based incentive program for ESL employees, which will be provided to those who showcases extraordinary performance in achieving the Q2 target.
- Discussed strategies for improving safety standards and foster digital innovations with a customer-centric approach through improved product development.
- Our COO commended the CPP team for low auxiliary power consumption, empowering sustainable practices at ESL.



## Celebrating the future of our general stars

Wishing a gratifying and unparalleled growth journey to our general stars of ESL.



## Fostering professional growth through an

### AO Assessor Development Workshop

We are pleased to announce the successful completion of our five-day internal AO Assessor Development Workshop. Over the course of the week, the participants showed tremendous enthusiasm and a strong desire to learn, while our senior leadership provided constant support and encouragement, creating a dynamic and engaging learning environment during the workshop.



## Surpassing Boundaries

### Wire Rod Mills

The team achieved the highest daily production of 1346 MT in the 5.50 mm category surpassing the previous record of 1335 MT set on 22<sup>nd</sup> March 2023.





## Shaping the leaders of tomorrow

Mr. Nitesh Nirala (Director-Iron, Power & BE), along with the HoDs and young talents within the Iron & Power BU celebrated World Youth Skill Day on 15<sup>th</sup> July 2023, at the Sinter Conference Hall. During this event, the leaders gave their valuable insights regarding skill enhancement to all the young employees of the BU.



## Igniting safety knowledge

On 5<sup>th</sup> August 2023, a fire prevention and equipment usage training was held at the 47 Khata Security Office. The event was organized in collaboration with the ESL Fire Team and saw the participation of over 30 security personnel, male guards, female home guards and drivers.



## Peak performance of the

### Wire Rod Mill Team

The team has reached a new milestone by achieving the highest-ever monthly production of 45,292 MT for the month of July 2023 surpassing the previous best of 43,914 MT on January 2023.



## Inauguration of Sewage Treatment Plant

The Sewage Treatment Plant was inaugurated by Mr. Ravish Sharma (COO, ESL.) along with the ManCom and other ExCo members on 21<sup>st</sup> August 2023. Its capacity is 150 KLD, which covers DIP and the Oxygen Plant near it. It is based on the MBBR Technology, in which 'Digital Pani' software is installed to monitor the treated water quality.







# DIGITAL & INNOVATION

## Sneak peek into Hack-A-Thon

The Hack-A-Thon event aimed to foster innovation and promote digitalization within the organization by harnessing the creative abilities of young talents. Students who took part in this digital project presented numerous ideas in response to challenges posed by industry experts. Over 56 teams participated in the event, and the top 3 teams were recognized and rewarded by our leaders, including Mr. Ashish Gupta (CEO & WTD, ESL), Mr. Ravish Sharma (COO, ESL), Mr. Anand Dubey (CFO, ESL), Mr. Khirod Kumar Barik (Dy. CHRO, ESL), Mr. Nitesh Nirala (Director-Iron, Power & BE) and Mr. Tapan Naha (Chief Technology Officer, ESL). The digital team effectively orchestrated the event and both students and our leaders expressed their gratitude for its management.



## WRM & BRM Historian goes live

In the presence of Mr. Ravi Ranjan, Mr. Anand Reddy and Mrs. Neelima Sharma, the WRM & BRM Historian was launched with an awareness workshop.

**Highlights: WRM Furnace, Water Zone, CS2 Mill area, CS3 Finishing area, process score card and notifications**

**ANCHOR - RAVI RANJAN, ANAND REDDY AND NEELIMA SHARMA**

Team - Deepshikha Singh, Kamalla Anil Kumar, Sudhakar Kumar Singh, Subhamoy Bera, Jnan Shankar Tewary.



## Historian training by ESL Digital Team



The ESL Digital Team organized a training session at our 'Historian' platform along with our participants, where all directors shared their valuable experiences and insights from their respective zones. The aim of the session was to enhance everyone's understanding of the PI System and highlighting its major benefits. They also discussed the total investment, hit rate and the importance of required support from business users.



# HSES & SUSTAINABILITY

## Training on Electrical Safety, Electrical Safety

### Audit & Risk Management FY'24

HR Team conducted an electrical training as part of Electrical Safety Month to enhance workplace safety. The objective of this training program was to assist participants in comprehending how to work with electricity safely. The training aims to help participants understand safe electrical work. It covered crucial information in various electrical areas. This program benefited those using or managing electrical equipment in industries of all sizes.

**Trainer: Indranil Ghosh, Learners & Winners (Training & Consultancy)**



# COMMUNITY DEVELOPMENT

## 100% success of class X students under Project Prerna

Under ESL CSR Project Prerna, Samman Samaroh was organised on 25<sup>th</sup> July 2023 to recognise the top 10 students of our centers who appeared in the 10th board from JAC/CBSE in 2022-23. The occasion was graced by our Chief Guest, Mr. Khirod Kumar Barik (DY. CHRO, ESL) along with the District Child Welfare Committee Members: Md. Razi Ahmad, Ms. Preeti Prasad, Ms. Renu Ranjan and Mr. Santu Roy (Pradesh Kariye Samiti Sadasya, BJP) and Mr. Rakesh Kumar Mishra (DY. Head, CSR, ESL). The students were felicitated with Samsung Tablets for their excellent performance and teachers were also rewarded for enabling their tremendous results. The tablets were intended to aid students' academic pursuits through digital learning and enhance their educational experience.



## Interactive general knowledge session with the students of ESL Excel 30



ESL CSR organized a General Studies Session at Vedanta ESL Excel 30 Centre, Bijuliya on 4<sup>th</sup> August 2023 under its Employee Volunteering initiative 'V for Society'. Our new joiners: G Mridula, Rohit Ranjan Verma, Aviral Singh and Naman Kumar voluntarily participated in the session. They covered various topics such as summits, conferences, Nobel prizes, etc. This session focused on fostering a collaborative learning environment by making it interesting and informative.



## Cultivating a cleanliness culture

ESL CSR organized a health and hygiene awareness session at Vedanta ESL Archery Academy, 16 Khata on 30<sup>th</sup> June 2023 under its employee volunteering initiative V-For Society, Mr. Ravinder Kumar, Mr. Prakash Chandra Nayak, Ms. Priyadharshini, Ms. Smrti Bhera and Mr. Putcha Manikanta from Refractory department voluntarily participated in the session. They shared vital health and hygiene tips such as handwashing, personal hygiene, sanitation, etc., and educated young individuals about maintaining good practices that would help to prevent diseases and promote overall well-being. In addition, sanitizer bottles were distributed to the students', coaches and the staff members of the academy.



## First step towards providing tap water connection in every household of Chamuraidih Hamlet of Siyaljori Village

Vedanta ESL CSR has initiated the implementation of Project Swajal in Siyaljori village aiming to establish deep borewells and solar-based tap water connections for safe drinking water. Through this endeavour all houses in Chamuraidih, Siyaljori will have a reliable source of potable water, ensuring their access to safe drinking water.



### ESL CSR Project WADI recognized at state level

On the 42<sup>nd</sup> Foundation Day of NABARD, Project WADI was awarded for its overall excellent performance and attaining the highest survival rate of plants out of around 50 wadis in Jharkhand. WADI Project has been empowering 450 tribal farmer families since 2021 by transforming barren land into productive fields through orchard development and inter-cultivation. WADI farmer beneficiary's representative, Mr. Rajender Hemram, Mr. Lakinder Manjhi, and Mr. Shailender Soren received the award on behalf of the farmers and were felicitated by our Chief Guest, Honourable Governor of Jharkhand Mr. C. P. Radhakrishnan, and NABARD C.G. M. Shri S.K Jahagirdar for their remarkable achievement. The success of this project and acknowledgment of their handwork ensures sustainable livelihoods and a brighter future for our tribal farmers.

## World Population Day

On World Population Day, 11<sup>th</sup> July 2023, an awareness session was organized under healthcare project Aarogya at Giddhatand Anganwadi Center. In this awareness session, the team guided the beneficiaries about different population control measures like the use of condoms, tablets like Malayan & Chhaya, interval injection, female sterilization, Vasectomy, etc. Interested women themselves demanded condoms and Chhaya pills for family planning measures. Around 40+ condoms packets and 32 packets of Chhaya pills were distributed.





## Paws for a cause: Uniting for conservation on Tiger Day

Vedanta ESL CSR marked International Tiger Day on 29<sup>th</sup> July 2023 by painting a pledge wall at 16 Khata with a message to conserve our majestic tigers. Various beneficiaries and employees came together and made palm impressions encircling the tiger imprint in multiple colours, symbolizing a protective layer. They pledged to remain united in their mission to safeguard our nation's pride, ensuring that the roars of triumph would echo through generations to come.



## Inspiring them to shine with their skill

Vedanta ESL Skill School celebrated World Youth Skills Day to acknowledge the talent, dedication and potential of young participants who have embarked on a journey of skill development. Candidates showcased their extracurricular skills through drawing, sharing their thoughts on aspirations and challenges and voicing their concerns for skill development. The mentors shared their insights with young individuals on making informed decisions about their career paths & provided them with valuable networking opportunities.



## Celebrating indigenous empowerment with Project WADI

On the International Day of the World's Indigenous People, Vedanta ESL partnered with NABARD and Gramin Seva Sangh to introduce a vermicompost unit and a solar-operated pumphouse for irrigation purposes in Kunwarpur village, as part of Project WADI. This transformative project aims to support 500 tribal families in Chas and Chandankyari blocks by promoting orchard development, facilitating intercropping, and providing crucial irrigation assistance.

The inauguration of this significant event witnessed the presence of notable dignitaries including Mr. Rakesh Kumar Mishra (DY. Head, ESL CSR), Mr. Pintu Lal (President, GSS) and Mr. Manoj Deshmukh (Treasurer, GSS). Their participation underlined their deep dedication to community development. Alongside the distinguished guests, local beneficiaries contributed to the festivities by showcasing their achievements through captivating traditional dance and soulful musical performances.





## Fun session at NAND GHAR

Vedanta ESL CSR organised a Fun Session at Nand Ghar, Chhatatand on 18<sup>th</sup> August 2023 under its employee volunteering initiative 'V for Society'. During this session, our employees enthusiastically engaged with the children and embraced their creative sides by handcrafting beautiful rakhis, symbolizing the bond of camaraderie and affection. These DIY rakhis carried immense love and warmth, bringing big smiles on the faces of the children.

We thank Ms. Karuna Varshney, Ms. Mangala Gouri Agrawal, Ms. Urvasi Tiwari, Mr. Neerav Yadav, Mr. Saravana Vishwa, Mr. Rishabh Bhatnagar, Ms. Tantusree Bera, Mr. Narwade Dhanraj Babarao, Mr. Rohit Ranjan Verma, Mr. Aviral Singh and Mr. Abhijeet Kumar, for their expertise and contribution to the community through this initiative.



## Vedanta ESL's CSR team celebrates Independence Day

Vedanta ESL CSR Team celebrated the 77<sup>th</sup> Independence Day on 15<sup>th</sup> August 2023 with key stakeholders and PRI Members. The National flag was hoisted at different project centers, including Vedanta ESL Skill School, Vedanta ESL Archery Academy, Vedanta ESL Excel 30 Centre, Vedanta AAS Vidyalaya, Primary Healthcare Centre at Dhandabar and 150 Nand Ghars.



## Feeding our furry friends

Vedanta ESL's CSR department celebrated International Dog Day by conducting a feeding campaign for dogs residing in and around our CSR operational villages. This effort was undertaken to inaugurate a month-long campaign for anti-rabies vaccination and collaring drive, which was in coordination with the TACO team.







# LIFE AT VEDANTA

## Fun At Workplace

### Central Engineering



### Commercial



### Steel Zone



### Coke Oven



### DIP



### Oxygen Plant





## V-Connect (ANCHOR-TALENT CONNECT)

V-Connect has been introduced in the organization with the aim of creating a structured platform to groom the talents that were identified through various talent management initiatives by providing them with the necessary support, guidance and nurturing.



## V-Guide (MENTOR-MENTEE CONNECT)

V Guide - a flagship initiative, introduced with the aim of creating a structured platform to groom the new joiners by providing necessary support, guidance, and nurturing.



## Green Birthday

### Quality



### Iron & Power Zone





## Independence Day celebrations at ESL

ESL celebrated the 77<sup>th</sup> Independence Day managed by our security team under the guidance of Mr. Vijay Sindhu (CSO, ESL), promoting a sense of unity and pride in everyone's culture to foster a strong sense of community and belonging. On this occasion, Mr. Ashish Gupta (CEO & WTD, ESL) hoisted the national flag, followed by which, the pledge which was taken by all the top management leaders and employees present at the event. He also, cheered up the employees for contributing relentlessly to the nation's growth and distributed rewards to the best performers.



## ESL HR Team collaborates with GGSESTC Engineering College for the technical training of employees

To enhance the skill set of our workforce, the HR L&D team collaborated with the esteemed GGSESTC Engineering College in Bokaro. This collaboration aimed to provide specialized technical training to both executives and non-executives, fostering a culture of continuous learning and growth within the organization. The initiative was instigated on the 10<sup>th</sup> and 11<sup>th</sup> of August 2023, with an intensive two-day training session focused on CNC Lathe operations.



## Highest production by SMS Team on 31<sup>st</sup> August 2023



## CHRO connect with Women Council to drive progress through empowerment

The ESL Women Council held a meeting on 4<sup>th</sup> August 2023, with our Dy. CHRO, Mr. Khirod Kumar Barik. During the meeting, our Dy. CHRO along with the council members discussed ideas and recommendations put forth by the women employees, which majorly included the significance of diverse leadership within the organization, the well-being and cleanliness of female employees in the workplace and finding solutions for ensuring transportation availability during emergencies.





## Unlocking the power of Social Media

In the month of August, we celebrated 'CommuniCon,' a dedicated event focused on effective communication. Throughout this month, our activities included engaging quizzes covering topics like Vedanta, ESL and Jharkhand, along with various insights on diverse social media platforms. The theme for this year's CommuniCon was "The Social Connect", This year we talked about the power of social media for personal branding and individual growth along with fun games and activities. This initiative aimed to empower people with the power of social media on both professional as well as the personal fronts.

Pieces of information like when is it a good time to post on different social media platforms to what kinds of hashtags work in the favour of the content was shared with the attendees of the workshops. All the winners of the activities done at the workshops are now part of the "V-Social Club", this club includes the most eager minds of our company.

**OUR CEO, MR. ASHISH GUPTA, GRACED THE EVENT ALONG WITH OTHER ExCo LEADERS AND 11 WINNERS OF VEDANTA QUIZZICAL, WHO ARE NOW PART OF THE V- SOCIAL CLUB**





## Celebrating Friendship Day at ESL

In the spirit of employee engagement, the ESL HR team celebrated Friendship Day in the month of August. It was a special time to foster connections and strengthen the bonds that make our workplace a friendly and supportive community.



## AWARDS

### COO Ravish Sharma advocates for a stronger Indian manufacturing in global value chains at CII Conclave

Our COO, Mr. Ravish Sharma, was one of the panelist speakers at the CII Manufacturing Conclave East in Jamshedpur on 6<sup>th</sup> July, 2023. He discussed the future of global value chains and the role of manufacturing industries. The event aimed to enhance business integration into the global value chain through competitiveness, sustainability and technology. He emphasized the developing capacities to improve trade facilitation and incorporating MSMEs to strengthen the position as a manufacturing powerhouse.



### Chairman Award

(For the first quarter of FY'24)

The award acknowledges their outstanding contributions to the modernization of compacting and strapping systems and their endeavours in eliminating customer complaints in wire rod mills.



**MR SUDHAKAR KUMAR SINGH**  
(Section IC- Finishing Area, WRM E&I Maintenance)



**MR KAMANDLA ANIL KUMAR**  
(Finishing Area assistant shift I/C)



# CEO KITTY Q1 Awardees

 Ashit Patni TOP MANAGEMENT	 Puneet Singh Kushwah SECURITY	 Upendra Kumar Singh SECURITY	 Prateek Tayal LEGAL	 Santosh Kumar Pant SINTER PLANT	 Santosh Kumar Sah SINTER PLANT	 Sanjeev Tiwari SINTER PLANT	 Ranjit Yadubanshi RAW MATERIALS AND SPARE PROCUREMENT
 Dhananjay Kumar Singh BLAST FURNACE - III	 Milan Ghosh BLAST FURNACE - III	 Sandeep Kumar Singh BLAST FURNACE II	 Bandi Venkateswara Rao BLAST FURNACE - III	 Saurabh Nandkumar Mishra BLAST FURNACE - III	 Kaushal Kumar RAW MATERIALS AND SPARE PROCUREMENT	 Sujit Kumar Singh RAW MATERIALS AND SPARE PROCUREMENT	 Amit Kumar CONSUMABLES & SERVICES
 Ajay Kumar Sahu CONSUMABLES & SERVICES	 Mohan Kumar CONSUMABLES & SERVICES	 Avirup Chatterjee CONSUMABLES & SERVICES	 Vikas Sagwal CONSUMABLES & SERVICES	 Kumar Diwakar REFRATORIES	 Baljeet Singh Chawla SECONDARY SALES	 Sindhu Nath SECONDARY SALES	 Surbhi Rani SECONDARY SALES
 Santosh Kumar Mohapatra SECONDARY SALES	 Ladli Pari SECONDARY SALES	 Rajiv Kumar Upadhyay FINANCE & ACCOUNTS	 Arpit Goenka FINANCE & ACCOUNTS	 Manilesh Kashyap FINANCE & ACCOUNTS	 Shubham Sethia FINANCE & ACCOUNTS	 Purvi Pitaliya FINANCE & ACCOUNTS	 Ishu Sunderka MARKETING & FINANCE
 Sanjay Kumar STAKE HOLDER MANAGEMENT	 Manish Kumar Chaudhary MARKETING & FINANCE	 Nirvik Basak SALES & MARKETING	 Vyasdeo Kumar Singh HUMAN RESOURCE	 Bishu Kumar STAKE HOLDER MANAGEMENT	 Abhishek Kumar QUALITY ASSURANCE	 Poulami Sengupta QUALITY ASSURANCE	 Bikash Kumar Singh FINANCE & ACCOUNTS
 Saika Khatoun CENTRAL MAINTENANCE	 Sanjay Sahu UTILITY	 Shamindra Mitra ROLLING MILL - BAR MILL	 Pradeep Kumar ROLLING MILL - BAR MILL	 K Ajey Kumar Shetty DI PIPES	 Sajib Chakraborty QUALITY ASSURANCE	 Abhay Kumar Yadav QUALITY ASSURANCE	 Sanjay Kumar ENVIRONMENT
 Anand Aryan ENVIRONMENT	 Sonam Jha ENVIRONMENT	 Rohit Sahni SALES & MARKETING	 Rajeev Joseph SALES & MARKETING	 Nagendra Kumar SALES & MARKETING	 Nidhi Singh SALES & MARKETING	 Umesh Kumar Ranjan QUALITY ASSURANCE	 M. Lakshmana Rao INDUSTRIAL RELATIONS
 Arup Barman LOGISTICS	 Avinash Kumar Singh ROLLING MILL - WRM	 Pankaj Kumar Gupta CENTRAL MAINTENANCE	 Anshu Singh FINANCE & ACCOUNTS	 Fatik Tanzeel RAW MATERIALS AND SPARE PROCUREMENT			













# CREATIVE CORNER



**DEBOSHREE MAJUMDAR**  
DEPARTMENT - HR



**NITIKA BAYA**  
DEPARTMENT - PROJECT

## A conversation: Me vs me

Journal on the table with dust spread all over it, as a shred of evidence that it has not been touched since a long time, was watching me in a hope that I might touch it today. But I was in no mood. Rays of the sun peeping through my window and stretching its arm to my well-comforted and warm blanket woke me up like never before. At first, I resisted and covered my face under the blanket like a turtle hiding under its shell. This was not the first time I was hiding though. I hide every time reality knocks on my door, I hide when my emotions take control over me, I hide when I am about to confess something, and I hide all the time. After a few hours of complete struggle, somehow, I managed to lift my stiff body, opened the door, and undrawn the curtains. That was the moment when the cold breeze lingered its finger over my dead swollen face as some old lover making love with her beloved softly and gently, and now I could see the sun with much clarity and could even feel the warmth. For a moment I got lost between the chill and the warmth. Finally, the cold Breeze took control over me, and I stepped back into my room, splashed some water to wake my soul up, and brewed some coffee. With the very first sip, my eyes caught the look the journal was giving, our eyes met, and I tried to initiate the conversation, but it didn't reciprocate. With the last sip, I again looked at it intending to unravel whatever it was trying to hide, the secrets, the burdens, the heartache, everything. We then shared a long and never-ending conversation. We could hear each other's silence. Though there was a noise echoing within our hearts as if we both were hiding some unread chapters of our life.

I noticed the crumbled paper, worn-out pages, and the half-written stories. Little did I know the diary was reading me for a good long time. Those invisible scars, pain, fear, insecurities, every little thing was visible. I tried to escape the moment but couldn't. The diary asked me to speak my heart out, to grieve, to yell, to throw everything out that was churning me and making me hurt with guilts and burdens. I took my pen and did as instructed.

**PS- Journal is me.**

**SHALU PRIYA**  
DEPARTMENT - AO/BE ESL TASK FORCE, PROJECT UTKRISHT



# ले संकल्प

सुरक्षा को नजर अंदाज कभी मत करना  
वर्ना रोक नहीं सकते हो होने से दुर्घटना  
मूर्खता का नमूना कभी मत बनना  
सुरक्षा के लिए कभी बहस मत करना

सुरक्षा से हम नाता जोड़े  
इसका साथ कभी न तोड़े  
जीवन में हम आगे बढ़ते चले  
दुसरो के लिए कुछ करते चले

सुरक्षित हो हर कार्य हमारा  
पहने जब सुरक्षा के समान सारा  
सुरक्षा के लिए आलस्य मत कर  
घर वालो के लिए दुर्घनाओं से डर

खुद को काविल समझता है  
सुरक्षा के बिना  
आरे वो राही  
कम से कम वीवी बच्चो का ख्याल रखना

आओ चले मिलकर ले संकल्प  
सेफ्टी सुरक्षा का नहीं है कोई विकल्प

**MRITUNJAY MAHATO**  
DEPARTMENT - LAND